



**DEPUTY CHIEF OF NAVAL
OPERATIONS (M&P)**

(N13)

Enlisted Supervisor Retention Pay (ESRP)

**NUCLEAR ENLISTED PROGRAM MANAGER
DCNO (M&P)(N133D)**



Naval Nuclear Propulsion Program

A DoD Critical Skill



■ Nuclear Field Enlisted Supervisors are essential to our mission

- Required to sustain safe nuclear powered aircraft carrier and submarine propulsion plant operation, and maintain a readiness condition that fully supports the Navy's Fleet Response Plan (FRP)
- Naval Nuclear Propulsion Program's (NNPP) half century of success is directly attributable to senior Nuclear Field (NF) enlisted leadership
- NNPP personnel are actively pursued by civilian technical industry, due to the rigorous screening and high standards required throughout the NNPP

■ Compensation must reflect their value to the fleet

- The Secretary of Defense recently designated senior nuclear-trained sailors as holding a "Critical Military Skill," and approved implementation of the Enlisted Supervisor Retention Pay (ESRP) as a retention incentive



Enlisted Supervisor Retention Pay *Execution*



■ ESRP is executed similar to the Selective Reenlistment Bonus (SRB) program, with a few exceptions:

- **Not limited by the \$60,000 SRB statutory cap**
 - » SRB is capped at \$60K for Zone B and C reenlistment contracts
 - 7 of 8 nuclear Zone B, and 6 of 8 nuclear Zone C ratings, are at this ceiling
 - » ESRP has no contract cap
 - Allows flexibility to adjust compensation to meet retention requirements
- **ESRP can be paid through the 25th year of service**
 - » SRB is limited to payment through the 16th year of service

■ Payment

- Initial payment as lump sum, representing 50% of contract award value
- Remaining 50% paid in equal annual installments on Oct 1st, over the remaining contract period

■ Bonus Calculation

$$\text{ESRP AWARD} = \frac{(\text{Base Pay}) \times (\text{Additional Reenlistment Obligation in months})}{12 \text{ months}} \times \text{ESRP Award Multiplier}$$



Enlisted Supervisor Retention Pay Requirements

■ Eligibility - Must meet all of following criteria:

- **Currently available only to nuclear-trained enlisted supervisors holding an ESRP designated NEC**
 - » Qualified NECs: 3363, 3364, 3365, 3366, 3393, 3394, 3395, or 3396
 - » Eligible for reenlistment and retention
 - » Recommended by current command
- **10-23 years of service (less than 10 years will be covered under SRB)**
 - » *Initially offered only for Zone C (10-16 years of service)*
- **Must be able to execute 2-6 year reenlistment contract**
 - » ESRP not offered for Short/Long Term Extensions
- **Not reenlisted under a retention compensation program for that reenlistment zone**
 - » Cannot receive both SRB and CSRB for same retention zone
 - » Those eligible for ESRP will not be eligible for SRB
- **Must be E-6 or above**



Enlisted Supervisor Retention Pay Requirements (con't)

■ Eligibility - Must meet all of following criteria (con't) :

- Terminal date of the new reenlistment contract must be at least 24 months past the existing contract End of Active Obligated Service (EAOS) [or current EAOS, as extended (SEAOS)]
- New contract must not extend beyond the servicemember's High Year Tenure (HYT) date (waiverable)
- Combined lifetime reenlistment compensation (ESRP + SRB) cannot exceed \$200,000
- Must receive prior approval prior to executing ESRP reenlistment

■ ESRP contracts will be capped at \$100,000 per reenlistment contract



ESRP Program Outline



Length of Service →	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
SRB/ESRP Combo																									

■ Currently ESRP is available for Zone C reenlistments only

- May be expanded to adjacent zones depending on manning requirements
 - » Will only be used to retain **“Supervisor Element”**
- ESRP Program plan is to expand ESRP to Zone D in FY-06 for NF

■ ESRP is a “Force Shaping” tool

- ESRP award levels will be periodically adjusted by Director, Military Personnel Plans and Policy Branch (N13) to achieve optimal manning levels
- Changes to award levels will be announced via ESRP NAVADMIN₆



Enlisted Supervisor Retention Pay *Award Example*



- A submarine ET1 with a 3363 NEC and 11 years of service reenlists in Zone C for a term of 4 years (w/ no remaining obligated time on current contract)
- Below are the compensation values for the SRB and the ESRP programs using multiples of 6.5 and 7.0

Program	Year s	Award Multi ple	Base Pay	Total Awarded	1 st Year Payme nt	Out Year Paymen ts
SRB	4	6.5	\$259 6	\$67,496 (capped @ \$60,000)	\$30,00 0	\$10,00 0
SRB	4	7.0	\$259 6	\$72,688 (capped @ \$60,000)	\$30,00 0	\$10,00 0

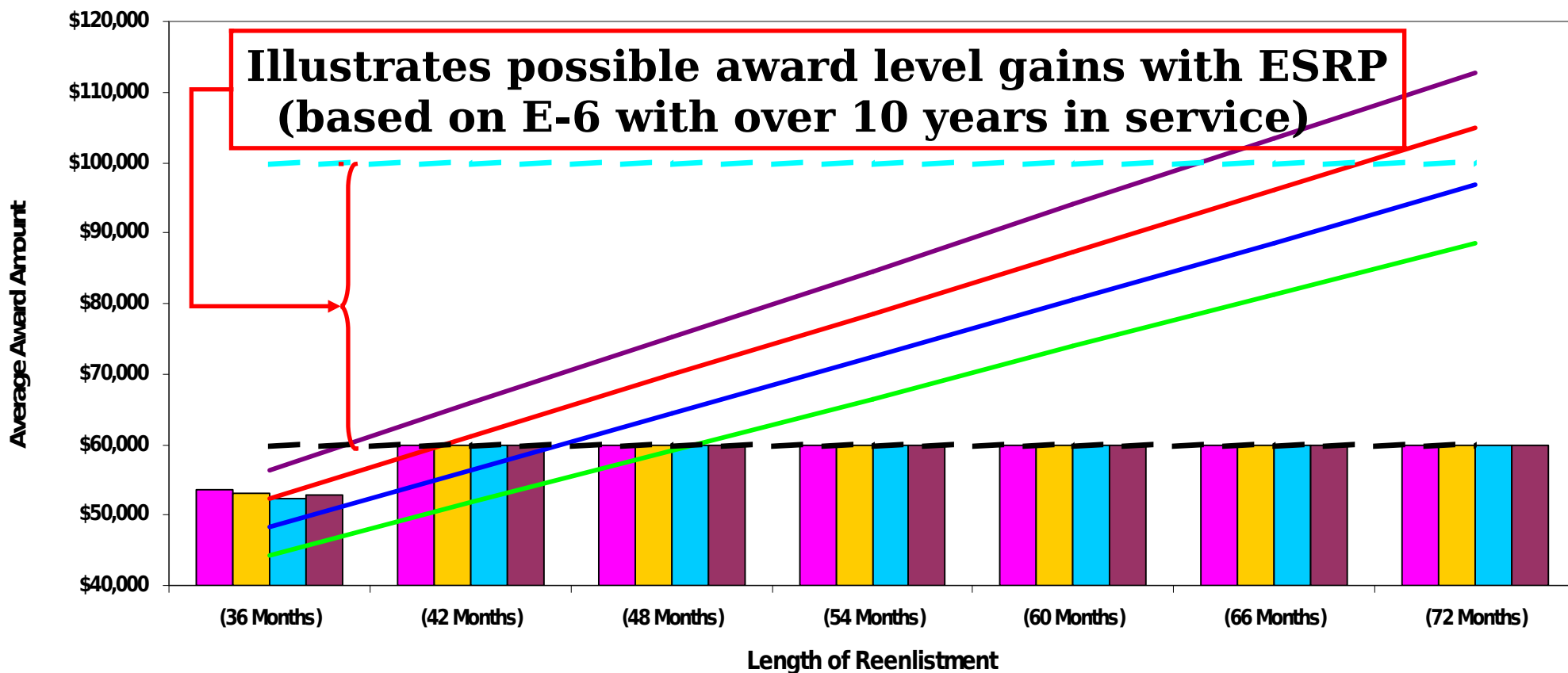
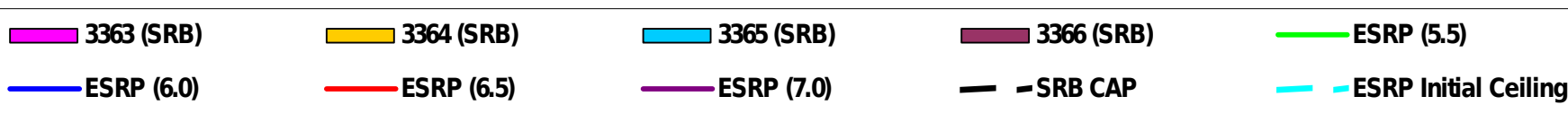


Submarine Nuclear Supervisors

“ESRP Award Nomograph”



Zone C ESRP vs. Zone C SRB



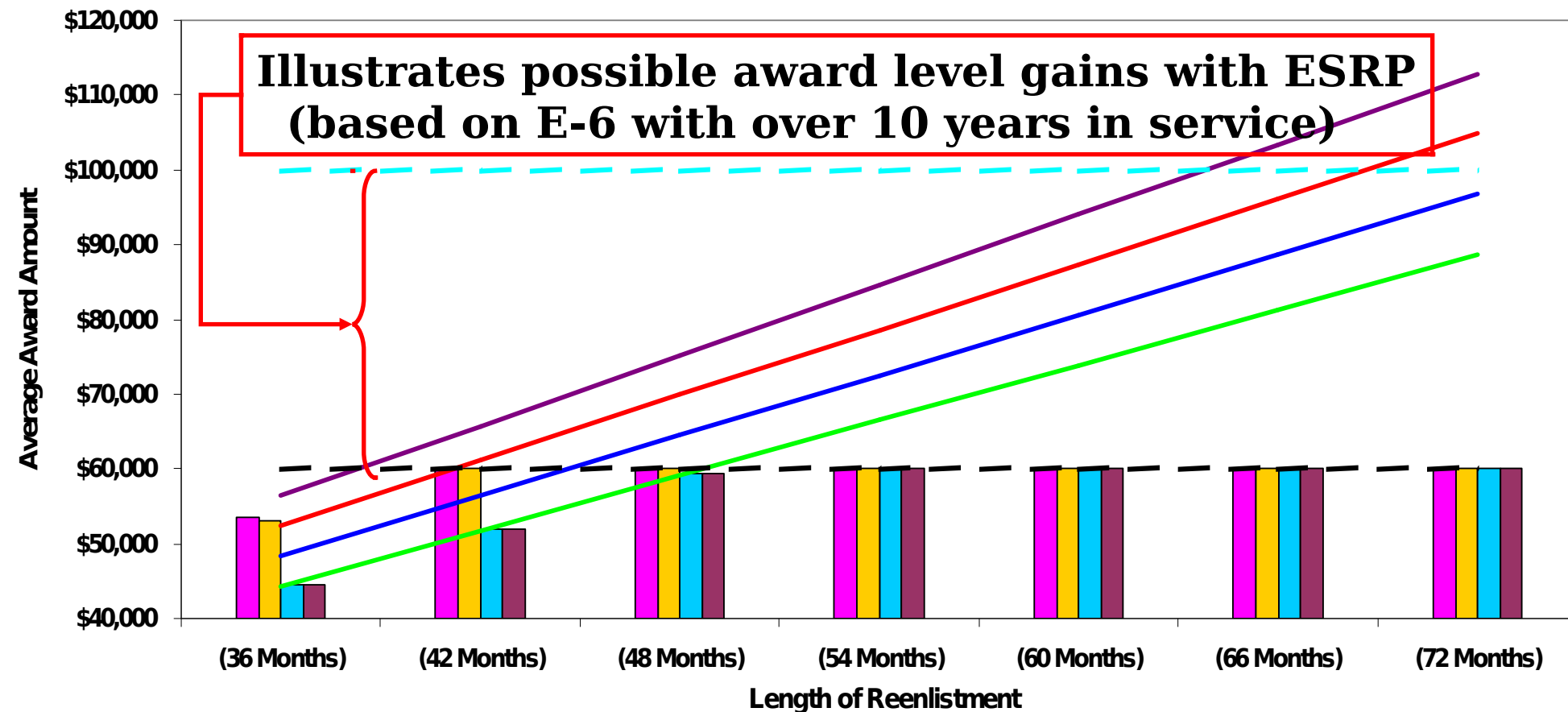
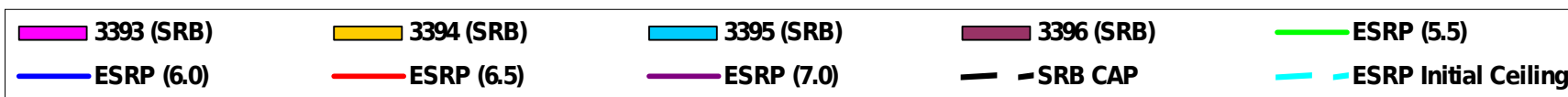


Surface Nuclear Supervisors

“ESRP Award Nomograph”



Zone C ESRP vs. Zone C SRB





Enlisted Supervisor Retention Pay *Request Processing*



■ **Submit ESRP reenlistment contract**

- Preferred method is OPINS FORMAN Program
- Secondary method is ESRP Policy memo
- **Current reenlistment infrastructure is not programmed to process reenlistment contracts that will exceed \$60,000**
 - » Requires manual intervention by the ESRP Program Manager for payment execution
 - » Initial payment may be delayed up to 14 days following notification of reenlistment

■ **ESRP Program Manager Approval**

- Will process ESRP request and send message approval/disapproval to the command

■ **Execute Reenlistment**

- Report reenlistment execution to servicing PSD

■ **Contract Posting**

- **Existing electronic programs cannot currently process ESRP contract amounts**
 - » ESRP Program Manager will direct DFAS to initiate payment following reenlistment execution notification



Enlisted Supervisor Retention Pay *References*



■ CNO (Manpower and Personnel)(N13) Policy Decision Memorandum

– Distributed to:

- » CSP/CSL N1, each CSS/NSSC
- » CNAP/CNAL N9, each CVN Reactor Department office

■ Nuclear Community BUPERS and NKO Websites

– Will contain additional information

- » ESRP Policy Memo
- » ESRP NAVADMIN
- » Sample Award Calculator
- » Instructions for ESRP electronic request via OPINS FORMAN program
- » Frequently Asked Questions and Lessons Learned

– Website Locations:

- » BUPERS: Nuclear Enlisted Program
 - www.bupers.navy.mil/pers2/n133web/n133d.htm
- » NKO: Nuclear Enlisted Community
 - wwwa.nko.navy.mil
 - Click on Chief of Naval Personnel link, then Community Manager link, to find the Nuclear Propulsion folder



Enlisted Supervisor Retention Pay *Points of Contact*



■ Nuclear Enlisted Program Manager is the ESRP Program Manager

- Nuclear Enlisted Program Manager/Nuclear Enlisted Community Manager
 - » CDR David Alldridge
 - » (703) 695-4449 (DSN 225) email: nxag_n133d@navy.mil
- Nuclear Asst ECM: LT David Simprini
 - » (703) 693-0893 (DSN 223) email: nxag_n133d1@navy.mil
- Nuclear Asst ECM (ESRP Asst Program Manager): EMC(M)(SW) Jeffery DeMerchant (**Primary POC**)
 - » (703) 695-3301 (DSN 225) email: nxag_n133d2@navy.mil
- Nuclear Asst ECM (ESRP Program Monitor): MMC(SS) Alan Pankratz
 - » (703) 695-1276 (DSN 225) email: nxag_n133d3@navy.mil

■ SRB desk will not process ESRP requests or payments

- Contact the ESRP Program Manager directly for any questions or issues



Enlisted Supervisor Retention Pay *Summary*



- ESRP is a *Career* oriented retention incentive
 - Not limited to 16 years of service limitation of SRB
 - Not limited to \$60,000 reenlistment contract cap of SRB
 - Focused on senior leadership requirements for Critical Skill ratings
- Although ESRP will be initially offered only to Zone C nuclear-trained personnel, it is planned to be expanded to Zone D nuclear-trained personnel in FY-06
- See reference Policy Memo, ESRP NAVADMIN, or Nuclear ECM BUPERS and NKO websites for additional information